



2007-2008

GABRIEL DUMONT INSTITUTE
of Native Studies and Applied Research



Annual Report



Mission Statement



To promote the renewal and the development of Métis culture through research, materials development, collection and the distribution of those materials and the development and delivery of Métis-specific educational programs and services.



GABRIEL DUMONT INSTITUTE

of Native Studies and Applied Research

Core programs and services of GDI

Finance or
Operations

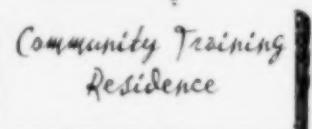
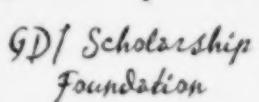
Library
Services

Publishing
Department

SUNTEP



Incorporated companies owned by GDI - all non-profit organizations



Corporate Overview

Owned by the Métis people of Saskatchewan, the Gabriel Dumont Institute (GDI) operates as a parent company that owns the following five incorporated, non-profit companies:

Dumont Technical Institute (DTI)
GDI Training & Employment (GDI T&E)
Gabriel Dumont College (GDC)
the Gabriel Dumont Institute Scholarship Foundation
Community Training Residence (CTR)

GDI's core programs and services include the Saskatchewan Urban Native Teacher Education Program (SUNTEP), Library, Publishing Department, and Finance and Operations.

The GDI Board of Governors is represented by the twelve regions of the Métis Nation-Saskatchewan (MN-S), and is ratified by the Provincial Métis Council (PMC). The PMC Member who is assigned the Education portfolio sits as the Chairperson of GDI's Board of Governors. All positions on the Board of Governors are for three years.

GDI was formed in 1980 to serve the educational and cultural needs of Saskatchewan's Métis community. Since its inception, GDI has evolved from an institution focused primarily on cultural education and renewal to one that has a dual focus on employment training and cultural education. As a completely Métis-directed educational and cultural entity, GDI is unique in Canada.

"The importance of GDI extends beyond the local provincial Métis community - as a unique Métis-driven educational institution in Canada the Institute is a source of pride among Métis in other provinces."

-- EKOS GDI Evaluation, 2008

Message from the Chair

As the Chair of the GDI Board of Governors, it is my pleasure to offer this report for 2007-2008. GDI made significant progress on its strategic goals in the period covered by this report. During the course of the year, GDI embarked on a new strategic planning process, completed its business proposal for the Métis Centre of Excellence project, initiated discussions on a Métis Education Act, made strides toward establishing a permanent Northern Campus, centralized its administration, and accomplished important Board development objectives.

GDI continues to be a leader in Métis publishing, and in Michif-language development in Canada. In 2007-2008, GDI hosted the National Michif Language Conference in Saskatoon, drawing together Michif speakers from across the Métis Homeland.

GDI has proven its ability to innovate and develop "best practices" in the industry. For instance, in 2007-08 GDI T&E was recognized by Service Canada for the development of its adjudication committee structure, noted as a successful model and promising practice in the Aboriginal Human Resources Development Agreement (AHRDA) system.

Also in 2007-08, GDI concluded negotiations on its Collective Bargaining Agreement, successfully signing a new three-year agreement for its unionized work force. The Institute has enjoyed good labour relations over the course of its history, and has become one of the largest employers of Métis people in the province.

Students are at the heart of GDI. I am proud that the Institute is widely known for its comprehensive student support systems. GDI offers a culturally appropriate and affirming environment along side sound academic programming. These features work together to ensure student success. I am very pleased to note that in 2007-2008, GDI awarded over \$420,000 in scholarship and bursary support to Métis students across the province. The Institute also laid the groundwork for a new scholarship program through GDI T&E.

Thank you to the Institute's students, staff, and Board of Governors, and to members of the Métis community who support GDI's important work. It is an honour to serve as Chair for the GDI Board of Governors.

Robert Doucette
Chair, GDI Board of Governors



Message from the Executive Director



Over the course of its twenty-eight year history, GDI has demonstrated its capacity to change and grow with our communities, and 2007-2008 was no exception. Not only did it mark the first full year of operations for the Institute's latest addition, GDI T&E, the year also saw GDI earn a stellar report in an independent evaluation conducted by Ekos Research.

The Institute's accounting restructuring plan was put into effect, resulting in a move for the Finance Department that centralized the Institute's operations for the first time in twenty-eight years. Also in 2007-2008, the Institute began to pursue legislation that will establish GDI as an act of government, which will further solidify its place in Saskatchewan's education community. In this report, I am also pleased to announce that GDI established a new GDI T&E scholarship and bursary fund under AHRDA.

Highlights of the 2007-2008 year include providing service to more than 1,200 Métis clients through GDI T&E; over 650 students registered in Adult Basic Education and Skills training programs at DTI; more than 240 students received scholarship and bursary support from GDI; and almost 900 students have graduated from SUNTEP since its inception.

A progressive and forward-looking governance structure drives the Institute's development and quest for continued improvement. With a solid governance model and a committed Board of Governors, GDI has moved forward with significant initiatives for the benefit of Saskatchewan's Métis community. The Institute has proven itself as a leader in Métis education in Canada, and looks forward to continued success in the coming year.

Geordy McCaffrey
Executive Director

Strengths

One of a kind

GDI is unique as the only institution in Canada which fuses university, technical, skills, basic education, employment, publishing and social justice programming. The services provided by GDI to Saskatchewan's Métis are not replicated anywhere else.

Culture

Culture is a critical feature of GDI programming. "By building a sense of community and belonging, the cultural component is considered to be important in student retention in programs, as well as increasing pride, cultural identity and self-esteem among students and graduates." (EKOS Evaluation, 2008)

Human Resources

Human Resources are one of GDI's main strengths. GDI has a 71% Métis workforce, and is one of the largest employers of Métis people in the province. A key strength that contributes to the successful delivery of culturally-specific education and training programs is the practice of hiring qualified Métis staff, which contributes to the Institute's culturally-affirming environment, and provides role models for participants.

Leadership

Governance and leading the Institute in a positive direction are important. "Among its strengths is the Institute's current direction, which emphasizes strategic planning, sensitivity to community needs, willingness to collaborate with other institutions...as well as being attentive to governance and accountability." (EKOS Evaluation, 2008)

Strengths

Student Focus

The supports that have been put in place for holistic, client-centred programming are crucial to our success. Examples are smaller class sizes, individual attention from faculty and staff, and access to ancillary services such as counselling and tutoring.

Responsive

GDI endeavours to be responsive to clients, to labour market needs, and to communities. The Institute participates in a variety of needs assessment processes in order to provide the right training in the right communities at the right time. Meeting student needs is a priority. The organization chooses to remain adaptable and flexible in programming, in staff relations, and particularly in meeting student needs.

Accountable

GDI has developed positive relationships with stakeholders, partners, Métis communities, and governments. The Institute has built its credibility over its twenty-eight year history. The organization seeks to remain accountable and transparent to its stakeholders, including funders, staff, students, and the Métis community.

Conservator Role

GDI has become a conservator of Métis history and culture, and a source for those seeking Métis information throughout the world.

"Among its strengths is the Institute's current direction, which emphasizes strategic planning, sensitivity to community needs, willingness to collaborate with other institutions...as well as being attentive to governance and accountability."

-- EKOS Evaluation, 2008



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Role of Governors

The GDI Board of Governors has representation from the twelve MN-S Regions. All Board members go through a three-step process for appointment: Regional Council nomination, PMC ratification, and approval by the Minister of Advanced Education, Employment and Labour (AEEL). The PMC Member who is assigned the Education portfolio sits as the Chairperson of the Board of Governors.

The Board of Governors oversee GDI and is responsible for its operation and governance in the following aspects:

- adopting policies for GDI's effective operation;
- formulating a strategic plan and to oversee its implementation;
- approving annual budgets, audits, and programs;
- functioning as ambassadors for GDI, and to encourage students and potential students in their study and career plans;
- representing GDI to all levels of government, persons of Métis ancestry, and to the public generally; and
- appointing a Chief Executive Officer to be directly responsible for implementation of policy and GDI's day-to-day management and operations.

All Board appointments have Métis ancestry, and possess knowledge of the cultural, historical, and social circumstances of Saskatchewan's Métis. The collective skills on the Board represent a number of different disciplines and perspectives. Some of the skill set and training areas include education or post-secondary education, finance and administration, business, human resources (personnel), law, and communications. This ensures a wide range of skills and perspectives are available when decisions are considered.

The 2008 EKOS Evaluation identified the current Board of Governors as an institutional strength. These individuals are described as being of high quality, and very dedicated to the Institute's success. "Its current role as a policy board is perceived to be healthy and appropriate, and clearly understood by its members."

-- EKOS Evaluation, 2008

Governors



Robert Doucette (Chair)

Elected President of the Métis Nation-Saskatchewan in 2007, and appointed Minister of Education, Robert is the current Chair of the GDI Board of Governors. Participating in countless Métis celebrations and festivals, Robert is a strong contributor to the Métis community and advocate for the people of the Métis Nation.



Kathy Palidwar (Treasurer)

Kathy has been the GDI Board representative for Eastern Region II for the past seven years. A resident of Nipawin, Kathy is the Owner/Manager of Northern Greens Resort Hotel. An entrepreneur, Kathy also has a background in Education, Social Work, Administration, and Business Development.



Doyle Vermette (Vice Chair)

From La Ronge, Doyle represented Northern Region I and acted as Board Chair in absence of an appointed Chair. Doyle has been involved with educational development for Métis communities in the North through a number of education boards, including GDI Board of Governors for the past seven years. Due to his newly elected appointment as MLA, Doyle resigned from the GDI Board in June 2008.



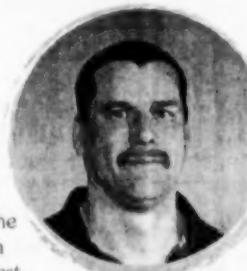
Bernice Aramenko

Upon retirement from working with the Department of Corrections and Public Safety, Bernice does contract work with Alternative Measures cases and works part time as matron with RCMP cells. In addition to representing Northern Region III on the GDI Board of Governors, Bernice also sits on the Ilé-à-la Crosse Friendship Center and Primrose Lake Economic Development Boards.



Sheila Pocha (Secretary)

A former student and Coordinator of the SUNTEP Saskatoon program, Sheila has been on the GDI Board of Governors for the past seven years. With a Master's Degree in Education, Sheila lectures and presents on topics such as anti-racist education, Aboriginal pedagogy, and Cross-Cultural education. Currently an administrator with the Saskatoon Public School Division, Sheila is also a Senate member for the University of Saskatchewan and is actively involved in community boards such as QUINT and Station 20 West.



Michael Bell

Representing Western Region I, Michael resides in Meadow Lake. Michael has sat on other boards prior to joining the GDI Board of Governors seven years ago. A former Métis Local President, Michael has a background in administration.

Governors

**Guy Blondeau**

Guy is a long standing resident of Lebret and a retired principal and teacher. Guy has sat on numerous Boards and has acted as Chairman for several. He is deeply involved in church and family activities. Guy has been on the GDI Board of Governors since spring 2006.

**Darrell Hawman**

Darrell represents Western Region III and is a resident of Swift Current. As a former Moose Jaw Local President, Darrell has had, and continues to have, an active role in the Métis community. Darrell has sat on various boards and has been a GDI Board member for seven years.

**Terry Boyer**

From the St. Laurent community, Terry has a background in Social Work and Human Justice. Terry has served on the GDI Board as representative for Western Region II for seven years. An avid outdoorsman, Terry enjoys connecting with nature and is a strong promoter for the Métis culture.

**Gerald St. Pierre**

Gerald lives in Yorkton, SK and has represented Eastern Region IIA on the GDI Board for seven years. Gerald is a Michif speaker and an active member of the Métis community. Gerald travels across the province several times a year to conduct interviews for new staff of GDI Training and Employment.

**Brian Chaboyer**

Brian was first appointed to the GDI Board seven years ago to represent Eastern Region I. He has several years experience in the Post-Secondary Education System. Brian was born and raised in Cumberland House, where he continues to reside.

Gabriel Dumont Institute Evaluation Results

In the fall of 2007, Advanced Education, Employment and Labour commissioned EKOS Research Associates Inc. to conduct an evaluation of GDI programs. The purpose of the evaluation was to assess the rationale, design and delivery, effectiveness and impacts of key Institute programs for the period between September 1, 2004 and June 30, 2007.

The evaluation's findings were released in the spring of 2008, and present an overall positive review, particularly regarding GDI's existence as a unique institution and model for Métis-specific education in Canada. The evaluation finds that the Institute's cultural mandate is a key distinctive feature deemed critical to the success of students, and their sense of belonging and cultural pride.

The evaluation report praises a strong Board of Governors, and acknowledges faculty and staff, who students frequently identify as the "best thing about their program." The fact that the majority of the Institute's staff is Métis is viewed as being important to understanding the students, and contributing to the GDI's culturally-affirming environment.

The strong independent evaluation of the Institute illustrates a solid history and foundation of providing for the educational needs of Métis people to ensure full participation in Saskatchewan's growing economy.

"This evaluation highlights the positive work the Institute is doing and outlines ways we can continue to work together to deliver quality education and training."

-- Reg Urbanowski, Executive Director of Universities and Adult Learning, Ministry of Advanced Education, Employment and Labour



SUNTEP

Established in 1980, the primary goals of the Saskatchewan Urban Native Teacher Education Program (SUNTEP) are to ensure Métis people are adequately represented in the teaching profession, and to ensure that SUNTEP graduates are educated to be sensitive to the individual needs of all students, particularly those of Aboriginal ancestry.

In December 2007, GDI signed a new agreement with the University of Saskatchewan and the University of Regina for the SUNTEP program. Under the new agreement, GDI continues to operate three SUNTEP delivery sites in the province—Saskatoon, Regina, and Prince Albert. The new agreement replaced a twenty-seven year-old agreement, and renewed a partnership between the universities and GDI for the delivery of the four-year Bachelor of Education degree program.

SUNTEP graduates are renowned as teachers and role models. Their training combines a sound academic education with extensive classroom experience, and a thorough knowledge of issues facing students in our society. Since 1984, almost 900 students have graduated with a Bachelor of Education Degree.



"Our Faculty takes great pride in its association with this outstanding program and looks forward to many more years of productive collaboration."

-- Dr. Michael Tymchak, Dean of Education,
University of Regina

SUNTEP



*Nicole Amiotte
SUNTEP Saskatoon alumna, Faculty*

Nicole Amiotte entered SUNTEP Saskatoon in 1991, and graduated in 1995. After graduating, Nicole taught in Wollaston Lake and later at Waterhen Lake First Nation. Seeking a new challenge, Nicole began teaching adult education for DTI in 1998 in Regina. After a few years she began teaching for DTI in Saskatoon.

With the retirement of one of its faculty members, SUNTEP Saskatoon actively recruited Nicole to accept a faculty position.

Utilizing her experience as a former student and knowledge acquired through teaching and graduate studies, Nicole has not only continued to maintain, but has improved upon, the teaching objectives and philosophy of SUNTEP Saskatoon.

This year, in addition to organizing several off-campus educational experiences, Nicole organized a series of jigging workshops. Nicole is an exemplary and consummate professional who has done much to expand the intellectual horizons of her students.

It is often said that SUNTEP is one big family. Nicole's journey is a story of individual achievement as well as commitment to our collective aspirations.

Gabriel Dumont College

GDC offers the first two years of a Bachelor of Arts and Science degree through the University of Saskatchewan. GDC courses are offered in Saskatoon and Prince Albert, and focus on Native Studies, Métis Studies and Indigenous languages. GDC provides an academic, cultural, and social environment that encourages learning and academic excellence while enhancing self-esteem and stressing the value of Métis culture.

Graduate Studies

Based on the Institute's strategic direction to develop capacity for more Métis people to enter and complete graduate-level programs, GDI launched the Gabriel Dumont College Graduate Student Bursary Program in 2006. The program's objectives are to provide financial assistance to encourage Saskatchewan Métis to pursue full-time graduate studies, to conduct research in fields related to Métis people, and to increase Métis employment in Saskatchewan and within the Institute.

The program is a three-year pilot based on an annual contribution from GDC.

Eligibility for the program includes being a Métis graduate student undertaking a major research project or thesis which relates to Métis people. Full criteria and information can be located on the Institute's website at www.gdins.org.



Gabriel Dumont College

"Community, in terms of my nêhiyaw-Métis family, extended family, and culture is at the core of my thesis research, and everything I do in terms of my graduate work surrounds it. The financial support offered by the Gabriel Dumont Institute helped to reaffirm the importance of community; it also gave me confidence to continue on the path I have chosen by showing me that members of the larger community believe in [my] work."

-- Natasha Beeds, GDC Graduate Student Bursary recipient, 2008



Gabriel Dumont College



Jody Burnett

GDC Graduate Student Bursary Recipient

Jody Burnett received a GDC Graduate Student Bursary in November 2007 in support of her Doctoral studies in Educational Psychology at the University of Regina. In 2005, Ms. Burnett completed research at the Master's level that examined the effects of problem gambling on Aboriginal family members including impacts on the family's economic, social, psychological, community, and health status. This research earned Ms. Burnett important recognition for her contributions to Saskatchewan's population health research.

Ms. Burnett's doctoral research expands on her previous findings, examining existing support services presently available for Métis and First Nation problem gamblers and their families, and the cultural appropriateness of those services within the Regina Qu'Appelle Health Region. Furthermore, she intends to work closely with Métis and First Nations peoples to identify more responsive support services.

Results will be shared with Métis and First Nations people in order to inform and perhaps improve practice and the offering of services within the health region.



Gabriel Dumont College

Dumont Technical Institute

DTI is the basic education and skills training entity of GDI. Established in 1992, DTI provides quality education, training opportunities, and services to Saskatchewan's Métis. Over the past sixteen years, DTI has been successful in offering basic education and training programs to Métis people across the province. With the philosophy "Learners Come First," DTI has been instrumental in helping reshape the lives of Métis individuals and communities. During the 2007-2008 program year, DTI offered services to 657 students and delivered forty-five programs across the province. DTI continued to prioritize Basic Education, Health, and Industry/Trades Training.

DTI is proud of the partnerships and direct links to employers that help Métis learners obtain solid employment. For example, DTI and SaskEnergy have created a unique training opportunity that helps prepare applicants to successfully gain employment with SaskEnergy.



This year marked the second year that DTI was able to deliver Technology Enhanced Learning (TEL) services. DTI hosted weekly information sessions during the lunch hour for students currently enrolled in DTI programs in Saskatoon and Prince Albert. Some of the information sessions included Introduction to the World Wide Web; How to Complete Your Taxes Online; Online Banking; Menu Planning; and Health and Fitness. In Saskatoon and Prince Albert, the TEL lab was accessed 1,611 times, with a total of 1,283 hours spent on the computers.

During the period of strong economic growth, booming labour market, and increased competition for students, training institutions must be flexible and accommodating to the needs of learners. DTI fits this mandate well, providing relevant basic education and skills training opportunities to Métis people; developing improved methods of meeting the needs of Métis learners through curriculum enhancement and Métis-specific programming; working cooperatively with other institutions and agencies to improve Métis participation and success in the education system; and ultimately developing a skilled Métis workforce that will meet local, regional, and national labour market needs.

"The safe and welcoming environment at GDI draws students to the Institute who would not otherwise participate in mainstream institutions."

-- EKOS Evaluation, 2008

Dumont Technical Institute

Kathleen Martell

"Don't be scared, there's nothing scary about getting an education."

Four years ago Kathleen was a shy student participating in DTI's Literacy Program; today Kathleen walks with her head held high, proud of her new found Métis heritage and being able to be a positive role model to her eight year old daughter. Kathleen is currently in DTI's 5-10 program, and even though her journey has not been easy, she is proud of the continued efforts and success that she has made.

Theresa Malboeuf

"DTI opened my eyes to what education is all about."

Theresa Malboeuf has been attending DTI in Saskatoon for the past four years. She began her education in the literacy program and has since moved into the 5-10 program. Theresa attributes her success to the motivation and support from her two children, six grandchildren and her many friends. Theresa is looking forward to completing her Adult 12 and then moving on to a teacher's assistant program.



Kathleen Martell (l) and Theresa Malboeuf (r) work in a DTI computer lab



DUMONT
TECHNICAL
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Gabriel Dumont Institute Training & Employment

GDI T&E's programming objective is to assist Métis people to prepare for, obtain, and maintain employment. GDI T&E provides Métis people with training and employment opportunities necessary to be fully competitive in the labour force.

The Métis population is young and growing. This fact places the Métis in an advantageous position to fill a labour market gap that the aging Baby Boom generation is starting to leave open. Specific programs and services include career counselling, tuition support, training allowance support, wage subsidies, self-employment assistance, apprenticeship subsidies, and job referrals.

Under the federal government's Aboriginal Human Resources Development Strategy (AHRDS), GDI holds the Métis AHRDA for Saskatchewan. GDI's AHRDA is one of 80 such agreements across Canada. The 2007-2008 fiscal year represents GDI T&E's first full year of AHRDA delivery.

Métis control and responsibility for Métis human resource development is critical to this agreement's success. Through such agreements, the Institute addresses the economic and social disparities between the Métis and larger populations.



**GABRIEL DUMONT INSTITUTE
TRAINING AND EMPLOYMENT INC.**

2007-2008 GDI T&E Highlights:

- 1,255 Métis clients served
- clients in every sector including Business, Trades & Transport, Sales and Service, and Health
- clients employed as Helicopter Mechanics, Aviation Controllers, Licensed Practical Nurses, Dental Hygienists, Radio Broadcasters, and Heavy Duty Mechanics
- \$11.3 million spent on training and employment programming
- 24 employer partnerships through the Wage Subsidy Program
- Establishment of GDI T&E Scholarship Fund
- 11 service delivery offices in Saskatchewan
- 28 full-time equivalent staffing positions
- 88% of GDI T&E staff are Métis

"One of the most important key strengths that contributes to the successful delivery of culturally-specific education and training programs is the practice of hiring qualified Métis staff, which contributes to the culturally-affirming environment of the institute, and provides role models for participants."

-- EKOS Evaluation, 2008

Gabriel Dumont Institute Training & Employment

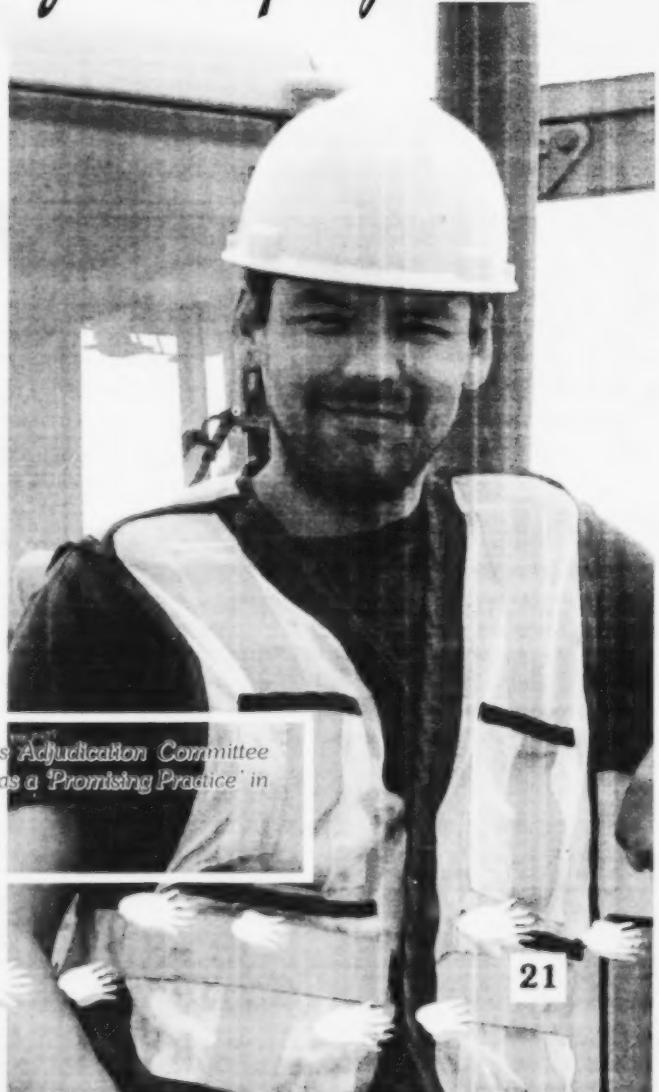
GDI T&E has developed an adjudication model and process that ensures accountability and transparency. Three adjudication committees—Northern, Central, and Southern—have been established to administer program and training allocations under the AHRDA.

Each committee is comprised of six members selected by the GDI Board of Governors based upon a call for resumes from the impacted region. This process takes account of applicants' skills and qualifications. Candidates may be recommended to the Board based upon established criteria. As a goal, the Board attempts to ensure that there is adequate regional representation. Code of conduct and conflict of interest policies apply, and all members make an oath of confidentiality.

GDI T&E has received praise from Service Canada for the Adjudication Committee model outlined above. The model is considered a Best Practice approach to the client selection process.

GDI T&E has received praise from Service Canada for its Adjudication Committee model. The model was "identified to National Headquarters as a 'Promising Practice' in AHRDA delivery in Saskatchewan."

-- Service Canada, January 2007



Publishing Department

The Gabriel Dumont Institute's Publishing Department provides a number of key services to Saskatchewan's Métis community including:

- an award-winning publishing program
- a curriculum and cultural resource production program
- a research component specializing in cultural, educational, and historical expertise
- a Métis-specific archival resource centre and museum
- an online learning community anchored on The Virtual Museum of Métis History and Culture and The Back to Batoche Interactive Website
- a cultural funds administration component

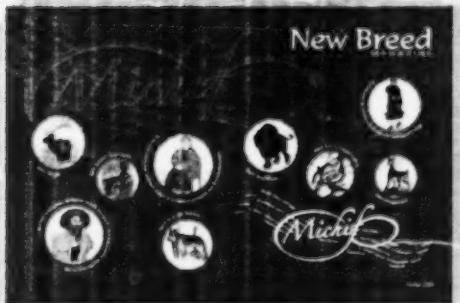
The Publishing Department is firmly committed to ensuring that the province's Métis have a strong voice in all decision-making bodies affecting curriculum development, book publishing, the preservation of the Michif languages and cultures, and archival and museum programming.

In 2007-2008, the Publishing Department delivered a wide array of services to the Métis and larger communities, and partnered with a diverse range of government departments and non-profit, community-based groups. Some of these partners included the Department of Canadian Heritage, the Department of Indian and Northern Affairs Canada, the Office of the Interlocutor for Métis and Non-Status Indians, the Department of Advanced Education, Employment and Labour, Saskatchewan Learning, Batoche National Historic Site, the National Michif Speakers' Association, Friends of Batoche, and the Saskatchewan Publishers Group.



"The Métis resources produced by the Publishing Department are unique in Canada."
-- EKOS Evaluation, 2008

Publishing Department



GDI "publications are proving to be a valuable part of the curricula and resources for GDI's students and programs. Additionally, GDI has also become a conservator of Métis history, and a source for those seeking Métis information throughout the world."

-- EKOS Evaluation, 2008

In terms of resource production, the Department also had a very busy and rewarding year. Five innovative, Michif-themed books were published: Better That Way, Fiddle Dancer, The Michif Resource Guide, Metis Legacy II: Michif Heritage, Culture and Folkways, and The Story of the Rabbit Dance. In addition, work continued on a number of projects including New Breed Magazine, a quarterly publication printed in partnership with the Métis Nation-Saskatchewan; The Virtual Museum of Métis History and Culture, an online Métis-specific primary and secondary resource depository; and on The Archival Resource Guide for Aboriginal Issues, Gabriel Dumont: Li chef Michif, Medicines to Help Us: Traditional Métis Plant Use, Pierricke Falcon: The Michif Rhymester, and Stories of Our People: A Métis Graphic Novel Anthology.

The quality of the Department's publications was also recognized by others in the industry. Two GDI books were shortlisted, in several categories, for the 2007 Saskatchewan Book Awards: Fiddle Dancer (Children's Literature, First Book, and Regina Book) and Métis Legacy II (First Peoples Publishing, and Non-Fiction). Metis Legacy II was also shortlisted for the Manitoba Historical Society's Margaret McWilliams Award (Popular History).

As a community-based publisher, the Publishing Department spends a great deal of time within Métis communities and at community events. To date, the Publishing Department has been present at over seventy Métis cultural events across Saskatchewan, Manitoba and Alberta. In 2007-2008, the Publishing Department participated at the Awasis Conference, Back to Batoche, the John Arcand Fiddle Fest, Louis Riel Day/Métis Veterans' Day (Batoche), National Aboriginal Day (Batoche), and the Canadian Conservation Institute's symposium, Preserving Aboriginal Heritage (2007). In March 2008, the Institute proudly hosted the National Michif Language Conference.

The Publishing Department is honoured to receive direction from the province's Métis community in all of its endeavours.

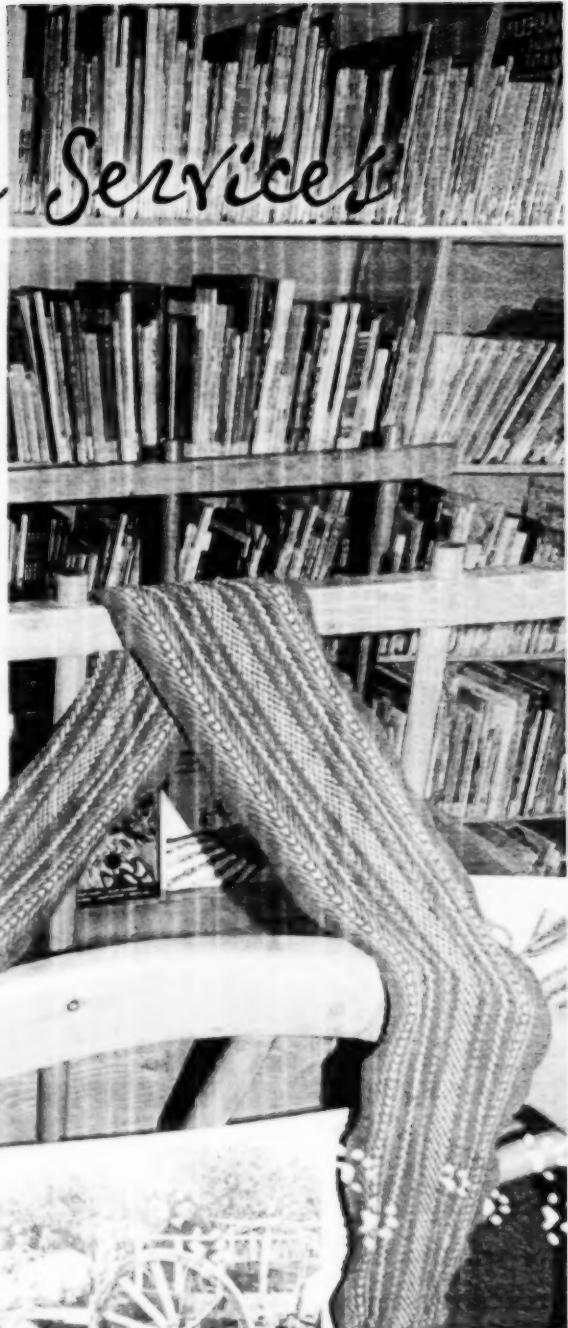
Library and Information Services

The Gabriel Dumont Institute (GDI) Library supports the information and research needs of GDI and Dumont Technical Institute programs.

With three branches located in Regina, Saskatoon, and Prince Albert, the library's unique collection focuses on Métis and First Nations communities, culture and history. Library staff actively seek to work in partnership with other library and information service providers to offer free and unrestricted access to information for all library patrons.

The Library also works to develop the information literacy skills (research, critical thinking and computer skills) of its patrons, which is an important step towards ensuring that Aboriginal people have full access to library services in Saskatchewan.

Students, staff and library patrons can access the GDI Library Catalogue at <http://gdi.voyager.uregina.ca>.



Métis Cultural Development Fund

The following is a breakdown of MCDF grants awarded:

The Institute has developed the Métis Cultural Development Fund (MCDF) in partnership with SaskCulture Inc. The program is designed to preserve, strengthen, and transmit Métis culture and traditions in Saskatchewan. The MCDF places emphasis on children, building cultural leadership skills, transferring knowledge between generations, skills development, mentorship, and having fun. The activities funded through this program encourage gathering, sharing, learning, celebrating, and developing Métis culture in Métis communities.

The MCDF Selection Committee, made up of members of the Métis community, meets twice a year, following the May and October grant deadlines. For 2007, \$108,500 was granted to community-based, grassroots projects.

Applicant	Project Name	Amount
- Yorkton Prairie Women Inc.	- Yorkton Métis Cultural Summer Immersion Program	\$8,000.00
- Saskatoon Indian and Métis Friendship Centre	- National Aboriginal Day	\$4,250.00
- Saskatoon Indian and Métis Friendship Centre	- Folkfest 2007 - Indian & Métis Pavilion	\$5,000.00
- Beauval Junior Dancers	- 1st Annual Gladys Memorial Square Dancing Performance and West Side Idol Showcase	\$5,000.00
- Western Region Métis Women's Association	- Batoche Elders Hospitality	\$10,000.00
- Île-a-la-Crosse Friendship Centre	- Annual Youth Outdoor Wellness Conference	\$5,000.00
- La Loche Sport Recreation and Culture Board	- Dene Su-Line Métis Cultural Workshops	\$6,400.00
- Northern Sports Culture Recreation District - Beaver River Area	- Children's Culture Camp	\$6,750.00
- Lloydminster Native Friendship Centre	- Pass It On, Our Story, Our Pride	\$9,200.00
- North West Saskatchewan Métis Council Secretariat Inc.	- West Side Stories: The Métis of Northwestern Sask. Travelling Component	\$7,000.00
- Saskatchewan Native Theatre Company	- Louis Riel Celebration	\$10,000.00
- Leask Métis Local #77	- Leask Youth Travel Club	\$10,000.00
- John Arcand Fiddle Fest Inc.	- Traditional Workshop Presentations	\$5,000.00
- Saskatoon Indian and Métis Friendship Centre	- Youth Group 7th Annual Jigging Contest	\$2,350.00
- Western Region Métis Women's Association	- Louis Riel Day Celebrations	\$8,950.00
- Churchill Community School	- Living the Land	\$5,600.00

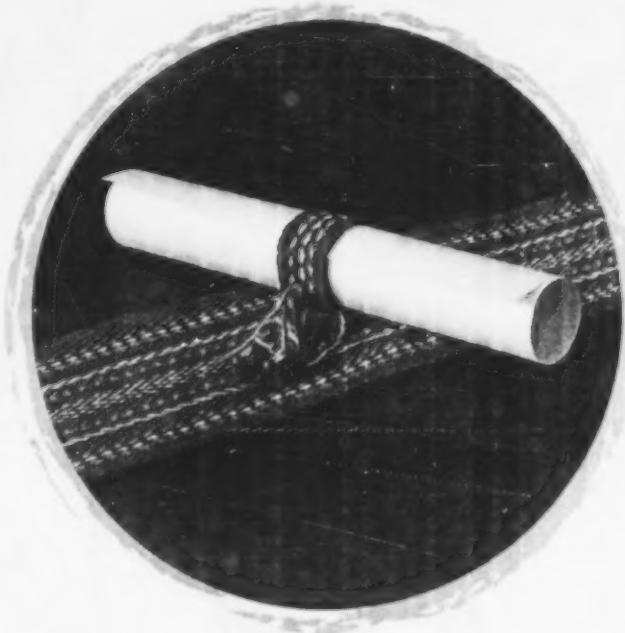
Gabriel Dumont Institute Training & Employment Scholarship and Bursary Program

Through establishment of a scholarship/bursary program, GDI T&E will address its priority to increase overall Métis employment prospects in all sectors of the labour market. In January 2008, an endowment fund of \$1.3 million was established in secure interest-bearing investments under AHRDA. All investments are government-backed secure investments and interest accrued on the initial investment will be allocated as scholarships/bursaries, and will be available for eligible applicants.

Details of the GDI T&E Scholarship and Bursary Program are still being finalized, but GDI T&E Director, Tavia Laliberte is hopeful that the fund can begin disbursing awards as early as spring 2009.

The GDI T&E Scholarship and Bursary Program was established to encourage Saskatchewan Métis to pursue full-time education in Métis-specific fields that will lead to sustainable long term employment as well as fill identified labour market needs.

GDI has the capacity to effectively run such a program. The Institute has been administering scholarships for Saskatchewan Métis since the early 1980s through the Gabriel Dumont Institute Scholarship Foundation. A Scholarship Trustees and Selection Committee awards scholarships twice per year.



Scholarships and Awards

The Institute has been administering scholarships for Saskatchewan's Métis since the early 1980s through the Gabriel Dumont Institute Scholarship Foundation. A Scholarship Trustees and Selection Committee awards scholarships twice per year.

Napoleon LaFontaine Scholarships

Napoleon LaFontaine was instrumental in organizing the Association of Métis and Non-Status Indians of Saskatchewan. Over the years, he devoted himself to developing social and educational policies for Aboriginal people. These scholarships are named in recognition of his many contributions.

The scholarship fund is based on a 1.24 million dollar capital investment. Scholarships are awarded on the interest earned on the fund's principal.

The Napoleon LaFontaine Economic Development Scholarship Program was established to encourage Saskatchewan Métis to pursue full-time education and training that enhances social, cultural and economic development.

The Napoleon LaFontaine Scholarships are awarded as follows: Entrance, Undergraduate, Graduate, Graduation, Loan Remission, and Special.

SaskEnergy-Métis Incorporated Scholarship Program

In 1998, SaskEnergy made a five-year commitment to GDI and DTI to fund scholarships for a total of \$5,000 per Institute, annually. SaskEnergy continues to provide these scholarship funds on an annual basis.

GDI scholarship and bursary programs provided over \$420,000 in funding awards to 247 Métis students in 2007-08.



Graduates & Scholarship

BASIC EDUCATION GRADUATES

La Loche-Literacy

Jeanette Fontaine
Hazel Janvier
Myrna Janvier

La Loche-ABE 5-10

Jared Daigneault
Tammy Herman
Deanna Janvier
Jeanine Janvier
Kendra-Marilyn Janvier
Louise Montgrand
Deanna Montgrand
Raelynn Park

Pinehouse -Developmental Studies Phase 3

Heather Lariviere
Randall Lariviere
Camelia Misponas
Jamie Misponas
Geraldine Natomagan
Glenda Natomagan

Meadow Lake -ABE 5-10

Dexter Fehr
Melissa Gardiner

Prince Albert -Literacy

Brenda Chartier
Danielle Hansen
Lorrie Hansen
Arnold Kenny
Celina McCallum
Isaac Murdoch
Cyril Pelly
Ashley Roy
Laura Tinker
Daniel Werminsky

Prince Albert -ABE 5-10

Crystal Bloomfield
Brenda Chartier
Jessica Fontaine
Tim Henry
Cynthia Lariviere
Lori Markowski
Doris Merasty
Raven Misponas
Hillary Morin
Cyril Pelly
Ashley Ross
Denise Roy
Kody Sauve
Jeremy Sylvestre
Kyle Vandale

Prince Albert -Adult 12

Terran Church
Ashley Daigneault
Michelle Deraps
Joanne Ebach
Raylene (Kristen) Favel
Josh Fiddler
Michelle Fiddler
Robyn Keays
Terri Krause
Josephine Lepine
Mandy Maurice
Melanie McCallum
Krista McKay
Sherilyn McKay
Tamara Natomagan
Jolene Patchin
Randi Smith
Amanda Vandale
Kristol Wood
Ashley Yeomans

Saskatoon-Literacy

Michael Block
Jessica Corrigal
Sabrina Janvier
Amanda Lafond
Lonnie Villeneuve

Saskatoon -ABE 5-10

Jessica Corrigal
Kristy Debray
Cody Favel
Dawn Fiddler
Antoine Gauthier
Julia Kyplain
Candace Laliberte
Constance Laliberte
Jake McCormick
Ryan Ross
Emily Schultz
Ocean Zacharias

Saskatoon-Adult 12

Travis Block
Laura Cox
Dawn Debray
Julia Kyplain
Dean LeRay
Greg Lucier
Samantha Mills
Della Parenteau
Sheri Petit
John Pilon
David-May Ryan
Shannon Unruh

Saskatoon-GED

Duane Abtosway
Rebekah Kahpeepaton
Ryan Quillinan
Lynda Schindel
Adam Terlesky
Mandy Terlesky

Regina-ABE 5-10

Tenylyn Klyne
Shayna Poitras

Regina -GED PT Evening

Jessica Clarkson
Terrylyn Klyne
Jeremy Page
Samantha Roche

Cumberland House -Basic Education Programming

Coreen Fosseneuve
Norma Lamber
Desiree Pelly
Rosalie Thomas
Roxanne Tho... as

SKILL TRAINING GRADUATES

Prince Albert Heavy Truck/Trans. Mechanic

Recipients, 2007-2008

SUNTEP

Regina

Candace Gratton
Deb Heichert
Denise Isaac
Logan Janzen
Deana Kempel
Brenna Laplante
Megan Lefebvre
Allison LeForte
Justin McKay
Winston Montgrand
Allison Parr
Patricia Pritchard
Sylvie Roy
Brienne Spencer

SUNTEP

Prince Albert

Jill Chenard
Denise Dumais
Heather Elliot
Deanna Forbes
Kimberly Kozus
Myra LaPonsee
Wendy Linklater
Sheldon Mauvieux
Leanne Pilon
Kezia Schrader
Jennifer L. Smith
Jennifer M. Smith
Jessica Straf
Julie Tournier

SCHOLARSHIP AND BURSARY RECIPIENTS

Napoleon Lafontaine Entrance Scholarship

Cheryl Arcand
Bonnie Cousin
Trisha Gowen
Ashley Gundmunson
Millisa Henry

Stephanie Lafond

Cherrilyn Martel
Nicole-Ann Morrow
Nora Norton
Ashley Sakowski
Megan Shiplock
Jade Yee

Napoleon Lafontaine Undergraduate Scholarship

Tasha Alman
Ashley Belbeck
Lucas E. Blondeau
Christine Brown
Kyle Caron
Delee Charette
Lesley Clarke
Brittani Dumas
Leah Dumont
Leana Dyck
Kelley Fineday
Alexis-Anne Fitch
Michelle Fransoo
Amy Gallagher
Alaina Gillespie-Meise
Christine Ginter
Kelsey Gunderson
Allyson Holden
Jed Huntley
Logan Janzen
Brittany Johns
Steven Korecki
Kimberly Kozun
Erin Kramer
Angel Laliberte
Stella Laliberte
Erin Lalonde
Brenna LaPlante
Megan Lefebvre
Desiree MacAuley
Justin McKay
Holly Minovitch
William Mintram

Mandy Nemanishen

Ashley Nolin
Virginia Nydegger
Meghan O'Leary
Daniel Olver
Allison Parr
Janet Regan
Ainsley Ross
Sylvie Roy
Kezia Schrader
Paul Seaman
Amaranta Sokol
Allison Tait
Angela Thomas
Ashley Wendelborg
Jade Yee

Napoleon Lafontaine Graduation Scholarship

Lindsay Belanger
Tabatha Bircham
Michelle Compagna
Tobi Featherstone
Rachel Guy
Janice Makely
Dawn Mardell
Melissa Parent
Josephine Phillip
Jennifer Reid
Meagan Roy
Meagan Ryhorchuk
Leanne Starblanket
Carla Toullielan

Napoleon Lafontaine Graduate Scholarship

Janine Akerman
Lisette Denis
Celeste Levesque

Napoleon Lafontaine Loan Remission Scholarship

Lindsay Belanger
Sherry Clarke
Tavia Inkster
Nicholas Kendall
Beverly McKay
Callam Olver
Melissa Parent
Jennifer Reid
Courtney Wendelborg

SaskEnergy Scholarship

Katherine Clements
Bailey Cooling
Christopher Kyplain
Kayla Morrison
Daniel Olver
Kelsey Stensrud

GDC Graduate Student Bursary

Natascha Beeds
Jody Burnett
Stacey Debray
Monica Goulet
Shawna Larocque-Desjarlais

Health and Wellness Scholarship

Janine Akerman
Kim Beaudry
Tara Bekolay
Racheile Billo
Tabatha Bircham
Terri-Lynn Bishop
Brennen Blanchard
Monica Bouvier
Charlene Brass

Calyn Burnouf

Samantha Caisse
Rachael Charpentier
David Climenhaga
Ashley Colombani
Michelle Comagna
Robyn Cromartie
Danielle Desjardins
Stephanie Ditto
Tobi Featherstone
Lacy Folster
Rachel Guy

Marcella Hamilton

Shannon Hamm
Jillian Hannah
Cindy Harris
Velma Herman
Bonnie Hrycuk
Stacey Huard (Lemaureil)

Tara Janzen

Chris Kyplain
Vera Kyplain
Allison Lafond
Denise Lalonde-Niccoli
Jennifer Lesperance

Janice Makely

Dawn Mardell
Carol Masuskapoe
Judy Maurice
Ashley McDonald
George McKnight
Priscilla Montour

Lindsay Natomagan

Kendall Nicolas
Merissa Nicolas
Rebecca Parent
Nicole Parkvoid
Stacey Patino (Dougan)
Josephine Phillip
Lorne Prefontaine
Katie Rugg
Amanda Russell
Meagan Ryhorchuk
Theresa Serfas
Jessica Sevigny

Britany Sirota

Leanne Starblanket
Tasha Stringer
Laurille Tichkowsky
Christine Tinker
Carla Toullielan
Tanya Trotchie
Meagan Turgeon
Chelsey Villaneuve
Nicole Webb
Dawn-Marie Werminsky

Catherine Lefebvre

Tamara Lehmann
Stephanie Lucier
Mallory Luscombe
Michelle MacAuley
Angela Malkin
Nicole Marshall
Sarah McCallum
Dayna McCrae
Brenda Morgul
Shaelene Morin
Heather Nelson
Nicole Parkvold
Carla Perlitz
Karen Piche
Charlotte Powalinsky
Krista Racette
Lee-Anne Reise
Malia Rindflesch
Jennifer Rivard
Katie Rugg
Amanda Russell
Chelsea Shatila
Brenna Siegal
Kelsey Stensrud
Trudy Swain
Angela Thomas
Aimee Trumier
Melanie Wozniak
Natanis Yole-Merasty
Sasha Yole-Merasty

Métis Centre of Excellence

GDI includes in its strategic plan the vision to develop a centrally-located, Métis-specific facility for Saskatchewan—a **Métis Centre of Excellence**. Such a centralized facility would increase the Métis' profile both provincially and nationally, and would house various programs.

A facility plan has been developed that includes the results of visioning sessions and spatial needs assessments. From the sessions, preliminary drawings and a concept paper were prepared. More recently, in 2007-2008, a business plan was prepared that makes the case for a **Métis Centre of Excellence**, and illustrates the feasibility of such a project.

Currently, the GDI Board of Governors has identified a preliminary drawing for the building that meets the Institute's identified needs. A **Métis Centre of Excellence** would be ideally located in Saskatoon providing space for students, visitors, Métis artefacts, and research activities.

Presently, GDI serves over 2,000 students and clients in Métis communities throughout Saskatchewan. GDI also has significant cultural assets and numerous Métis-specific programs. GDI has outgrown its current facilities, and is finding it difficult to administer programs and funds from many different locations in Saskatoon. A centralized facility would allow GDI to increase capacity, and to more efficiently administer programs.

Métis Centre of Excellence

An example of the value of such a facility is illustrated by GDI's Museum and Archives. GDI houses what is perhaps the largest Métis artefact collection held by a Métis organization. The collection includes a number of different sets of artefacts that relate to Métis material culture, lifeways, and resistance, as well as commissioned artwork. It is estimated that the Institute possesses more than 500 artefacts that will require a room at least three times the size of the current resource room to house them all, and must take into account future acquisitions as well. In addition, the Institute holds an archival collection that has hundreds of audiovisual materials and photographs, and several large filing cabinets full of documents. A facility such as the **Métis Centre of Excellence** would allow GDI to fully display its collection to the benefit of the Métis and larger communities in Saskatchewan.

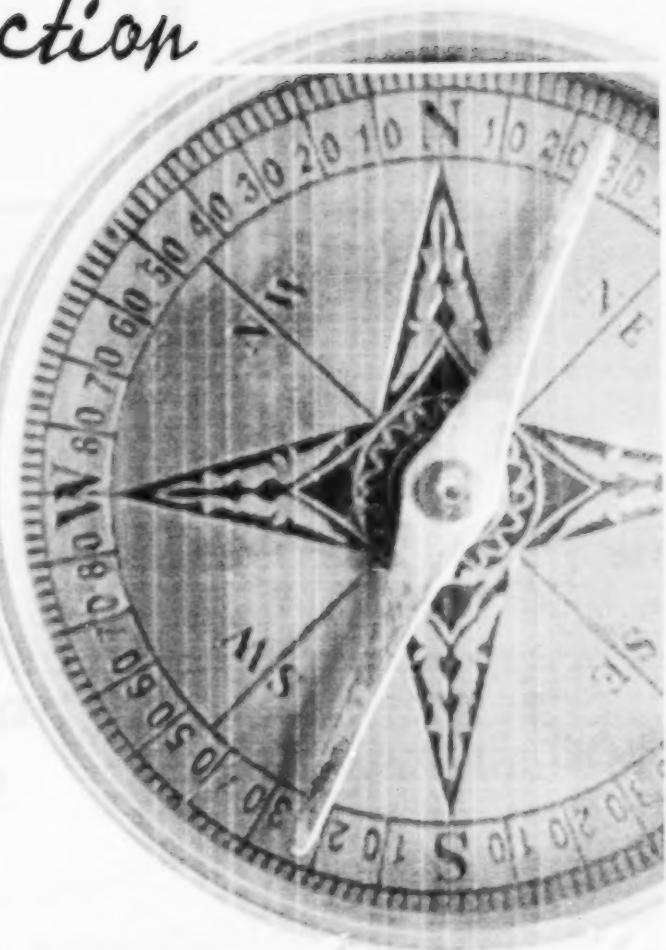
A **Métis Centre of Excellence** would serve as a point of pride for the Métis community and Saskatchewan residents. GDI continues to work toward achieving this exciting strategic initiative.

Strategic Direction

Strategic planning enables the Institute to define its direction, make informed decisions about its programming and activities, and to make wise use of its resources. In 2004, GDI implemented a strategic plan following a careful researching, planning, consulting, reviewing, and revising process.

In 2007-08 many of the Institute's strategic objectives had been achieved since the implementation of the '04 Strategic Plan while others needed to be revisited. With this in mind, the Institute embarked on a strategic planning exercise.

GDI's Board of Governors and senior management team held planning sessions in early 2008 that included Elders, Board, staff and community members, political and student representatives, and managers. Exercises included affirming good governance, reviewing GDI's mission statement, analyzing internal and external structures, engaging in thematic grouping, and finally, formulating broad strategic objectives.



Strategic Direction

A discussion document was developed that set out key points from the planning sessions as well as the broad statements of strategic direction. The strategic planning discussion document was made available to MN—S Regions, Locals, Executive, the PMC, and other stakeholders in the province. Representatives for each region were consulted for feedback.

Following consultation, the next steps in the process will be for the GDI Board of Governors to collect and review the input from the consultation process in order to finalize GDI's strategic plan for the next three years. The strategic plan will guide the Institute's business plan each year.

GDI's Board of Governors, senior management, and staff are passionate about the Institute's mission, and seriously intend to meet the needs of owners and stakeholders. Institute leaders are committed to setting priorities and goals that are realistic, achievable, and supported by the community and stakeholders.



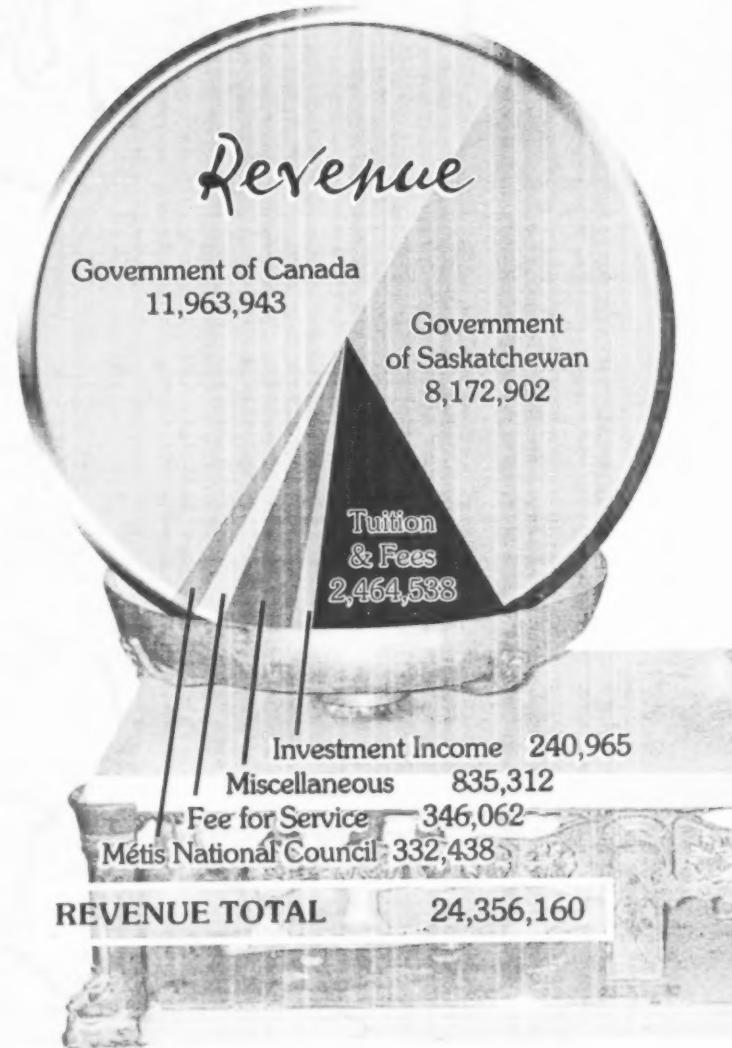
Financial Highlights

For the 2007-08 fiscal year, the Gabriel Dumont Institute (GDI) received combined revenues of \$24,356,160 in the form of operating grants, program funding, tuition fees, investment income, and other sources—a 113% increase over the previous fiscal period. These revenues were used by GDI, the Dumont Technical Institute (DTI), Gabriel Dumont College, Community Training Residence (CTR), the Gabriel Dumont Scholarship Foundation, and Gabriel Dumont Institute Training & Employment (GDI T&E).

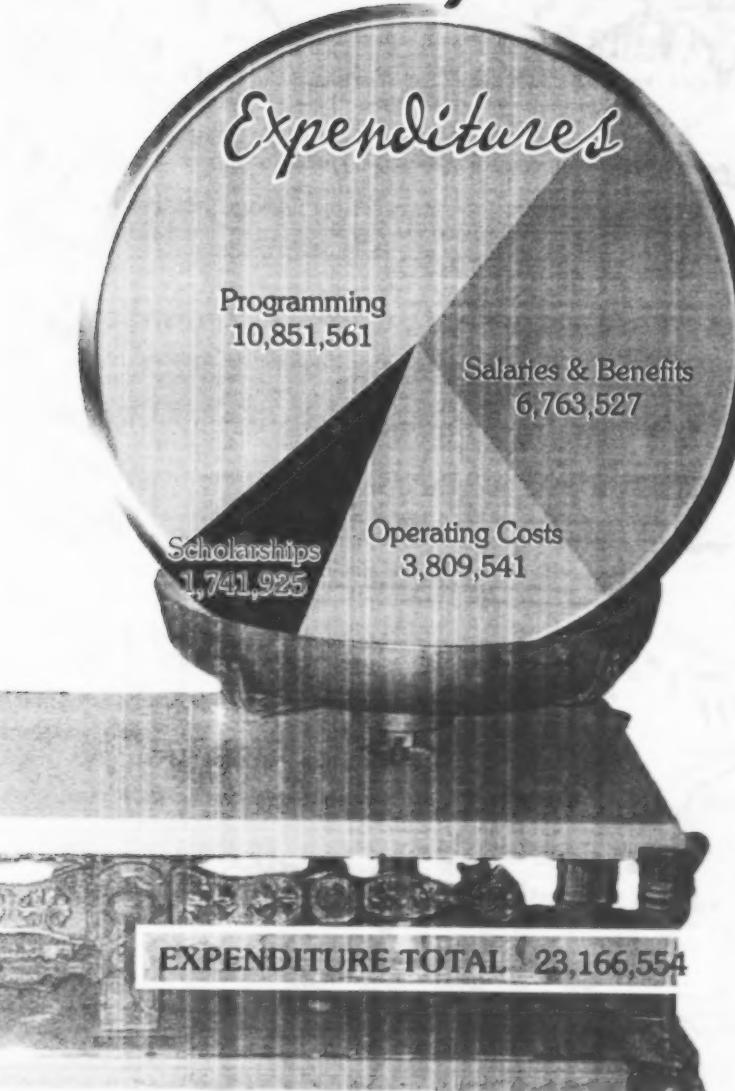
2007-08 represents the first full year of delivery and administration of the Métis Aboriginal Human Resource Development Agreement (AHRDA) by GDI T&E. AHRDA delivery had a significant impact on the Institute's total revenues and funding composition. Most notable of these impacts was GDI T&E's large revenue increase, and the positive impact that effective AHRDA delivery had on DTI's revenues—a 30% increase from the previous year. It is noted that revenues increased for every GDI program with the exception of CTR.

Funding from federal sources accounted for 49.1% of the Institute's total revenues (up from 14% in fiscal 2006-07) while funding provided by the Province of Saskatchewan comprised 33.6% of this total (down from 61% in the 2006-07 fiscal year).

On the expense side, GDI's total expenditures were \$23,166,554—a 116% increase from the 2006-07 fiscal year. Most of this increase can be directly attributed to GDI T&E's first complete year of program delivery. However, DTI also increased expenditures by 27.9% over the 2008 year largely due to increases in program delivery.



Financial Highlights



Costs associated with programming, instruction and purchased courses comprised the largest portion of total spending—46.8% of all expenditures. Salary expenditures now make up only 29.2% of total expenditures (down from 40% in the 2007 fiscal year), despite the fact that salary expenses actually grew by 31%. Again, almost all of these increases are directly associated with GDI T&E.

Another major area of growth for the Institute in the 2007-08 fiscal year was scholarships for Métis students. The establishment of the \$1.3 million endowment for the Gabriel Dumont Institute Training & Employment Scholarship and Bursary Program will mean better scholarship access for students in the coming years. Additionally, GDI awarded \$338,950 for the Métis Health and Wellness Scholarships and \$50,790 through the Gabriel Dumont Scholarship Foundation—the Napoleon LaFontaine and SaskEnergy scholarship programs. Furthermore, the Gabriel Dumont College Graduate Student Bursary Program continued to build positive momentum in support of an emerging group of Métis graduate students.

GDI's Finance Department underwent a major overhaul in the 2008 fiscal year with the consolidation and move of the department to the Institute's head office in Saskatoon, and the hiring of new directors for Finance & Operations, Human Resources, and Administration. It is expected that these strategic initiatives will have a positive long-term impact on the Institute as our internal structure strengthens and allows for more efficient program delivery.

Awards & Recognition



In the period covered by this report, the Dumont Technical Institute received a Premier's Award for Excellence in Public Service in the Leadership category. DTI received two 2008 Saskatchewan Labour Market Commission Training for Excellence Awards for Promotion of Aboriginal Participation.

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